

ABSTRAKSI

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh keadilan yang dirasakan karyawan ditempat kerja (organizational justice), baik dalam pembagian upah, beban kerja dan promosi (distributive justice), prosedur dalam pengambilan keputusan (procedural justice) dan perlakuan supervisor terhadap karyawan (interactional justice), yang dimediasi oleh dukungan organisasi terhadap karyawan (perceived organizational support).

Penelitian ini dilakukan di PT. Petrokimia Gresik. Survey penelitian ini dilakukan pada 50 responden pada Departemen Pemasaran. Alat bantu statistik pada penelitian ini menggunakan Partial Least Square (SmartPLS 2.0). Berdasarkan hasil penelitian menunjukkan bahwa distributive justice dan interactional justice memiliki pengaruh yang signifikan dengan perceived organizational support, sedangkan procedural justice tidak memiliki pengaruh yang signifikan dengan perceived organizational support. Selanjutnya, perceived organizational support memiliki pengaruh yang signifikan terhadap employee engagement. Dalam hubungan mediasi, perceived organizational support memediasi hubungan distributive justice dan interactional justice terhadap employee engagement, tetapi hal berbeda terjadi pada procedural justice, dimana perceived organizational support tidak memediasi hubungan procedural justice terhadap employee engagement.

Kata Kunci : Employee Engagement, Distributive Justice, Procedural Justice, Interactional Justice, Perceived Organizational Support

ABSTRACT

The purpose of this study was to examine the impact between of justice perceived employee at the workplace (organizational justice), in the distribution of pay, workload, promotion (distributive justice), procedure in decision-making (procedural justice) and treat the supervisor if the employee (interactional justice), mediated by organizational support for employee (perceived organizational support)

This study was conducted in PT. Petrokimia Gresik. Survey research was conducted on 50 respondents Department Marketing. Statistic research tools using Partial Least Square (SmartPLS 2.0). based on the test results showed that the distributive justice and interactional justice have a significant impact on perceived organizational support, while procedural justice doesn't have significant impact on perceived organizational support. Furthermore, perceived organizational support have a significant impact on employee engagement. In mediation impact, perceived organizational support mediates the impact of distributive justice and interactional justice on employee engagement, but different things happen on procedural justice, which isn't perceived organizational support mediates the impact of procedural justice on employee engagement.

Keywords: Employee Engagement, Distributive Justice, Procedural Justice, Interactional Justice, Perceived Organizational Support